Bargaining Update
January 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In January 2014, Mediation Services received settlement information regarding 69 bargaining relationships encompassing 5,432 employees. There were 43 private sector and 26 public sector settlements, covering 3,449 and 1,983 employees respectively.

In December 2013, approximately 407,100 Albertans were covered by union agreements. Alberta's union coverage rate was 22% while nationwide the union coverage rate was 31%.*

Highlights

2013 Fire Fighter Settlements

In 2013 to date, six International Association of Fire Fighters locals representing approximately 540 municipal fire fighters have reached collective agreements, two of which are now expired. The first table shows the per cent increase and the end rate for the 2013 settlements. The second table lists the all the IAFF agreements with expiry dates.

Per Cent Increase	2011	2012	2013	2014
City of Grande Prairie		3.95%	3.95%	3.56%
City of Medicine Hat	3.80%	4.00%		
City of Spruce Grove		4.50%	1.50%	
City of St. Albert		3.40%	4.19%	2.60%
Rocky View County	5.00%	6.00%	3.00%	
Town of Cochrane	11.25%	4.00%	3.00%	2.00%
Wage Rate	**2011**	**2012**	**2013**	**2014**
City of Grande Prairie		$40.18	$41.76	$43.25
City of Medicine Hat	$38.40	$39.95		
City of Spruce Grove		$41.49	$42.11	
City of St. Albert		$40.55	$42.26	$43.36
Rocky View County	$38.68	$41.03	$42.26	
Town of Cochrane	$38.49	$40.03	$41.23	

Employer	Employees	Expiry Dates
City of Airdrie	48	2012-12-31
City of Calgary	1,210	2010-12-31
City of Edmonton	1,100	2010-12-18
City of Grande Prairie	82	2014-12-31
City of Leduc	82	2013-12-31
City of Lethbridge	137	2012-06-30
City of Medicine Hat	79	2012-12-31
City of Red Deer	147	2010-12-31
City of Spruce Grove	34	2014-06-30
City of St. Albert	100	2014-12-31
Regional Municipality of Wood Buffalo	146	2013-12-31
Rocky View County	185	2013-12-31
Strathcona County	77	2013-12-31
Town of Canmore	20	2011-12-31
Town of Cochrane	60	2014-06-30
Town of Okotoks	38	First Agreement

For further information, contact:
Collective Bargaining Information Services
Alberta Jobs, Skills, Training and Labour, Mediation Services
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Educational Services				
Horizon School Division No. 67 CUPE Local 3203	300	36	2016-08-31	1st year 3.0% 2nd year 1.0% 3rd year 2.0%
Medicine Hat School District No. 76 CUPE Local 829	280	24	2015-08-31	1st year 0% 2nd year 0%
Health Care & Social Assistance				
Youville Homes (Grey Nuns) of St. Albert Steelworkers Local 1-207	210	36	2015-03-31	1st year 3.0% 2nd year 3.0% 3rd year 3.0%
Manufacturing				
ABB Ber-Mac CLAC Local 63	250	26	2015-12-31	1st year 2.0% 2nd year Wage Reopener
Pepsi Beverages Pepsi Beverages Company Employees' Association	120	36	2015-12-31	1st year 2.0% 2nd year 2.0% 3rd year 2.0%
Tolko Industries Steelworkers Local 1-207	232	60	2017-07-31	1st year 5.0% 2nd year 2.0% 3rd year 2.0% 4th year 3.0% 5th year 3.0%
Weyerhaeuser Steelworkers Local 1-207	134	60	2018-03-31	1st year 4.36% 2nd year 3.00% 3rd year 2.00% 4th year 2.68% 5th year 1.32%
Mining & Oil and Gas Extraction				
Teck Resources – Cardinal River Mine Workers Local 1656	345	60	2017-06-30	1st year 8.14% 2nd year 3.00% 3rd year 4.00% 4th year 4.00% 5th year 4.00%
Other Services (except Public Administration)				
Union Tractor Union Tractor Employees' Association	101	24	2015-05-31	1st year 3.75% 2nd year 3.50%
Public Administration				
City of St. Albert IAFF Local 2130	100	36	2014-12-31	1st year 3.40% 2nd year 4.19% 3rd year 2.70%
Utilities				
Transalta Generation Partnership (TAGP), Poplar Creek Unifor Local 207	121	36	2016-05-01	1st year 3.25% 2nd year 3.50% 3rd year 3.75%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Arts, Entertainment, & Recreation			
Casino Calgary	CUPE Local 4655	302	2013-08-24
Education			
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education	CUPE Local 2559	280	2012-08-31
Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2013-08-31
Holy Spirit Roman Catholic Separate Regional Division No. 4	CUPE Local 1825	185	2012-08-31
Lethbridge School District No. 51	CUPE Local 2843	367	2012-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Health Care & Social Assistance			
Alberta Health Services	UNA	24,000	2013-03-31
Covenant Health - St. Therese Villa	AUPE	145	First Agreement
Good Samaritan Society Group Homes	AUPE	123	2012-06-30
Intercare – Brentwood, Chinook, Southwood	CUPE Local 8	800	2013-06-30
Manufacturing			
AltaSteel	Steelworkers Local 5220	270	2013-07-31
Cavendish Farms – Potatoes	UFCW Local 401	98	2013-02-28
Mining & Oil & Gas Extraction			
SunHills Mining, High Vale Mine	Steelworkers Local 1595	560	2013-03-31
Public Administration			
City of Calgary	IAFF Local 255	1,240	2010-12-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Edmonton	IAFF Local 209	1,112	2010-12-18
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Red Deer	IAFF Local 1190	185	2010-12-31
Government of Alberta	AUPE	20,660	2013-03-31
Real Estate & Rental & Leasing			
Aviscar	UFCW Local 401	105	2013-05-31
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
ENMAX Corporation	CUPE Local 38	700	2013-12-31
Wholesale Trade			
Sobeys Capital	Teamsters Local 987	111	2013-09-15

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Bevan Lodge Hospital Employees' Union *Industrial Relations Bulletin* (BC), 45(5) Oct.-Nov. 2013.	166	36	2015-07-31	1st year 2.0% 2nd year 1.5% 3rd year 1.5%
Government of New Brunswick New Brunswick Teachers' Federation *Negotech*, HRSDC.	9,000	48	2016-02-29	1st year 0.0% 2nd year 0.0% 3rd year 2.0% 4th year 2.0%
Newfoundland and Labrador				
Government of Newfoundland and Labrador NAPE *Canadian Labour Reporter*, Feb. 3, 2014.	1,450 lab workers & health care professionals	48	2016-03-31	1st year 0% 2nd year $1,400 signing bonus 3rd year 2% 4th year 3%
Nova Scotia				
Government of Nova Scotia Nova Scotia Teachers' Union *Negotech*, HRSDC.	9,300	36	2015-07-31	1st year 2.0% 2nd year 2.5% 3rd year 3.0%
Saskatchewan				
Saskatchewan Liquor and Gaming Authority SGEU Local 6080 *Canadian Labour Reporter*, Jan. 27, 2014.	940	48	2017-03-31	1st year 2.0% 2nd year 1.5% 3rd year 1.7% 4th year 1.75%

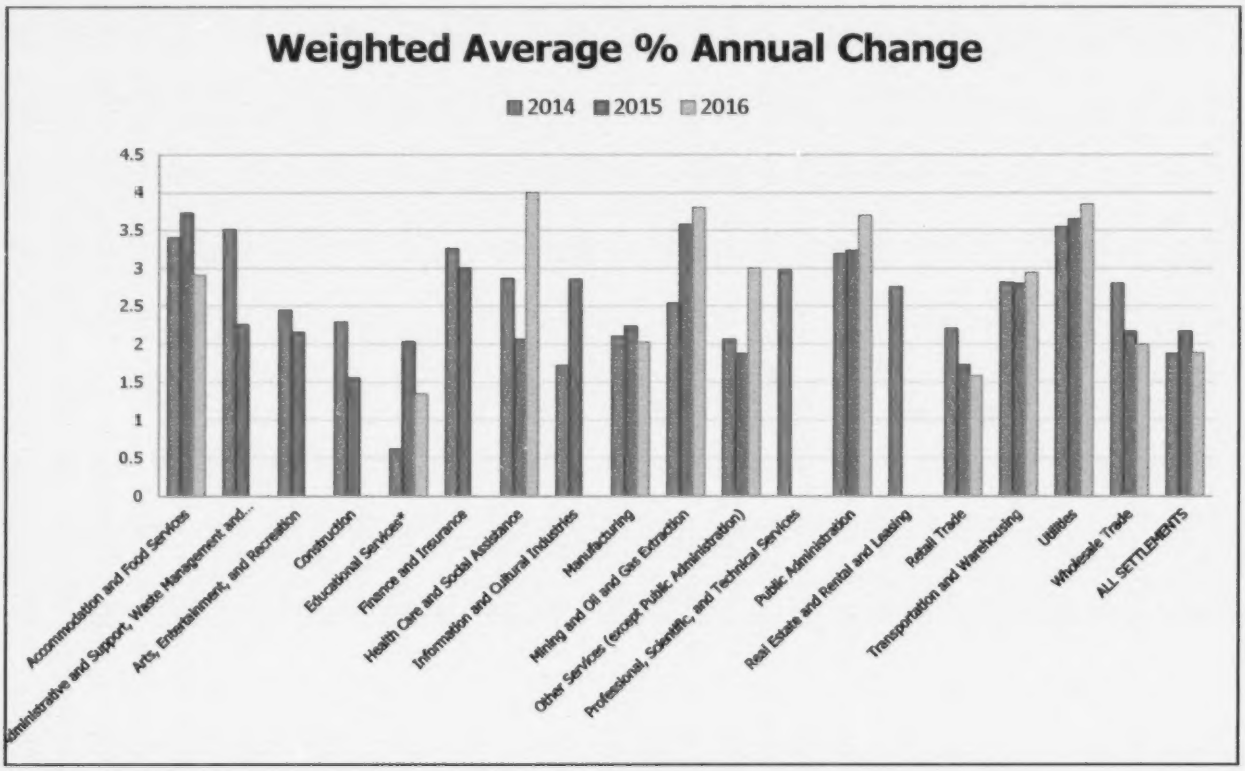
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Chevron Canada Unifor Local 601 *Industrial Relations Bulletin* (BC), 45(5) Oct.-Nov. 2013.	150	36	2016-01-31	1st year 3.25% 2nd year 3.50% 3rd year 3.75%
Cullen Diesel Machinists Local 692 *Industrial Relations Bulletin* (BC), 45(5) Oct.-Nov. 2013.	170	36	2016-02-028	1st year 3.0% 2nd year 3.0% 3rd year 3.0%
New Brunswick				
Moncton Northeast Construction Association LIUNA Local 900 *Canadian Labour Reporter*, Jan. 27, 2014.	600	26	2015-06-30	1st year $.51 per hour 2nd year $.64 per hour
Ontario				
Kautex, a Textron Company CAW Local 195 *Canadian Labour Reporter*, Jan. 13, 2014.	150	48	2017-06-24	1st year $1,300 lump sum 2nd year $1,300 lump sum 3rd year $1,300 lump sum 4th year $1,300 lump sum

Wage Settlements in Alberta
Weighted Average % Annual Change by Industry - 2014

Wage data reflects the average yearly% change taking effect in the indicated year.

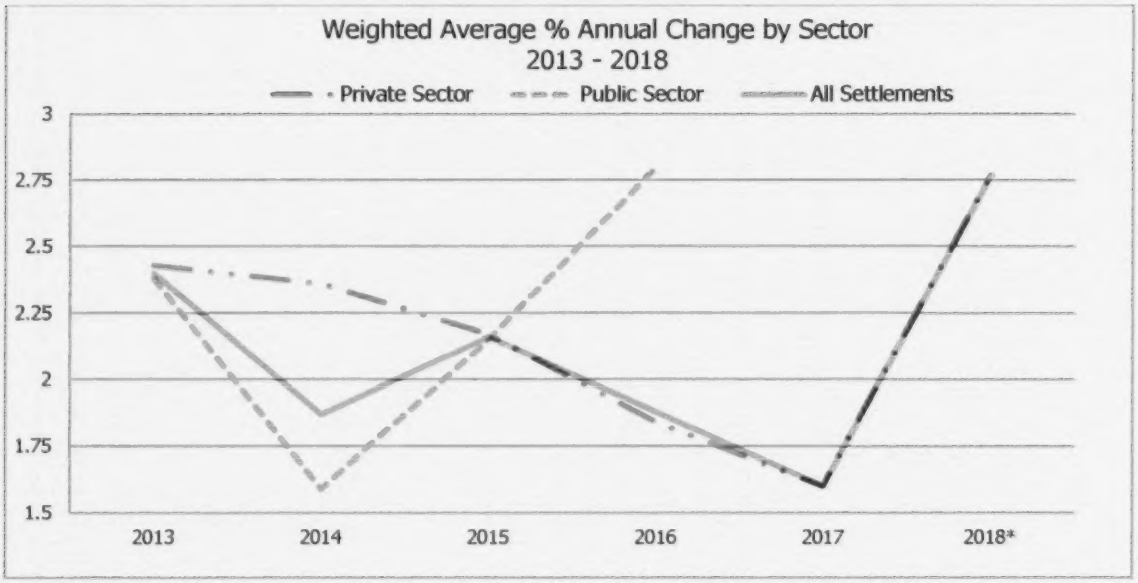
	2014			2015			2016		
Industry Sector	**CBAS**	**Employees**	**% Change**	**CBAS**	**Employees**	**% Change**	**CBAS**	**Employees**	**% Change**
Accommodation and Food Services	13	1,185	3.4	10	530	3.72	1	136	2.91
Administrative and Support, Waste Management and Remediation Services	5	432	3.5	3	52	2.25			
Arts, Entertainment, and Recreation	16	2,300	2.44	3	663	2.15			
Construction	28	7,470	2.28	7	2,509	1.55			
Educational Services	100	51,674	0.61	80	34,611	2.02	3	265	1.34
Finance and Insurance	1	55	3.25	1	55	3			
Health Care and Social Assistance	65	27,408	2.86	18	1,130	2.06	1	133	4
Information and Cultural Industries	14	801	1.71	4	400	2.85			
Manufacturing	95	13,027	2.1	55	8,330	2.23	17	4,175	2.02
Mining and Oil and Gas Extraction	18	4,786	2.53	6	710	3.57	2	575	3.8
Other Services (except Public Administration)	11	347	2.06	5	130	1.87	1	14	3
Professional, Scientific, and Technical Services	2	1,655	2.97						
Public Administration	58	4,747	3.18	18	1,571	3.23	2	160	3.69
Real Estate and Rental and Leasing	1	20	2.75						
Retail Trade	15	12,256	2.2	6	11,718	1.72	3	8,744	1.58
Transportation and Warehousing	24	2,608	2.81	13	1,590	2.79	1	73	2.94
Utilities	17	4,175	3.54	11	2,084	3.64	2	81	3.84
Wholesale Trade	16	3,540	2.79	13	3,391	2.16	5	807	1.99
All Settlements	**499**	**138,486**	**1.87**	**253**	**69,474**	**2.16**	**38**	**15,163**	**1.88**



Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

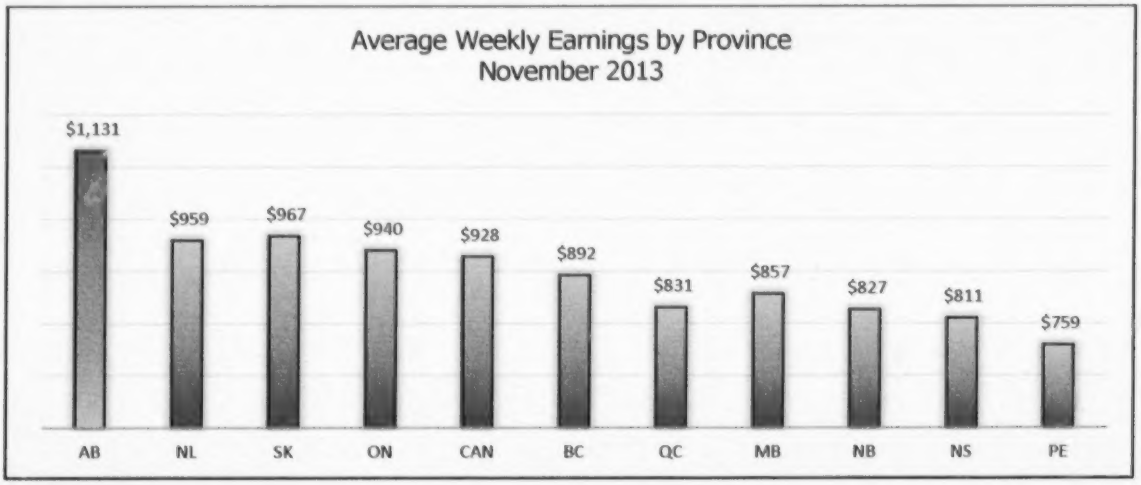
Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	464	124,639	2.43
2013	Public Sector	415	165,773	2.38
	All Settlements	**879**	**290,412**	**2.4**
	Private Sector	248	49,957	2.36
2014	Public Sector	251	88,529	1.59
	All Settlements	**499**	**138,486**	**1.87**
	Private Sector	127	30,269	2.17
2015	Public Sector	126	39,205	2.15
	All Settlements	**253**	**69,474**	**2.16**
	Private Sector	30	14,524	1.84
2016	Public Sector	8	639	2.8
	All Settlements	**38**	**15,163**	**1.88**
	Private Sector	9	9,189	1.6
2017	Public Sector	0	0	0
	All Settlements	**5**	**9,189**	**1.6**
	Private Sector	2	96	2.77
2018*	Public Sector	0	0	0
	All Settlements	**2**	**96**	**2.77**



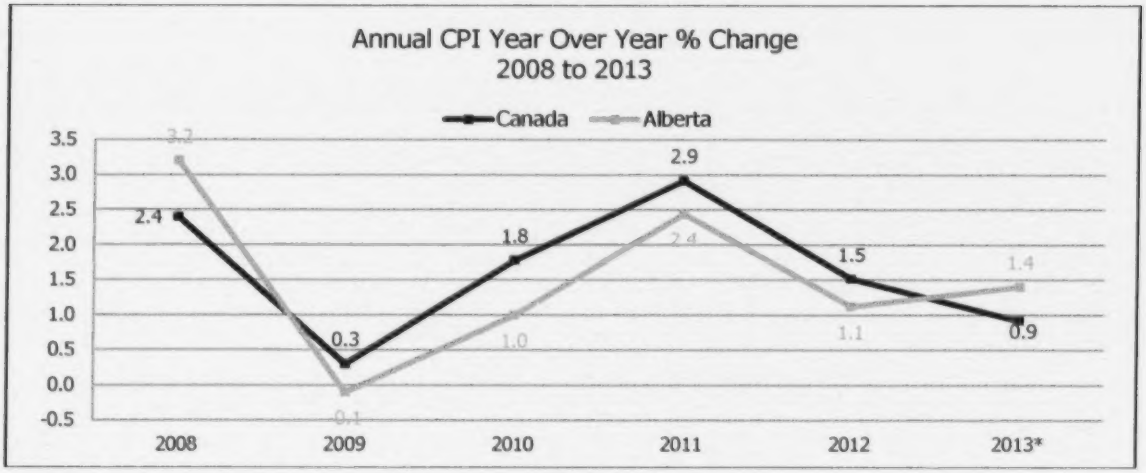
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

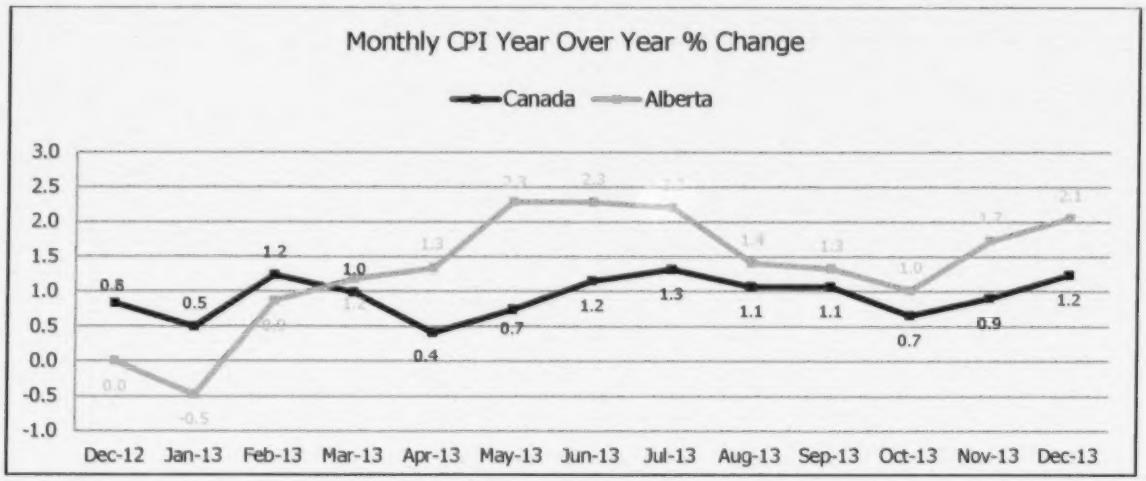
Average Weekly Earnings Alberta (AWEA)*



*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100





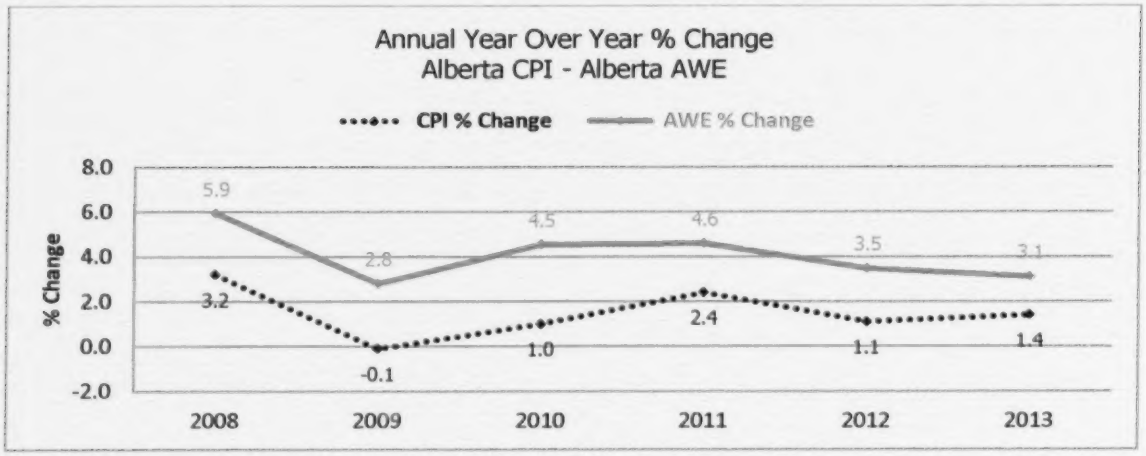
*Year to date – Graph data available upon request.

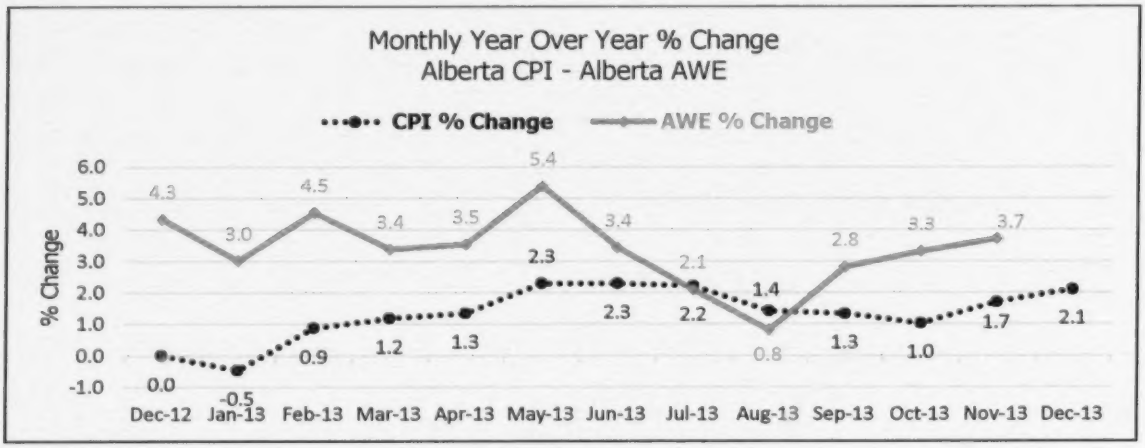
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Dec-12	121.2	0.8	126.5	0.0	127.0	0.2	126.0	-0.2
Jan-13	121.3	0.5	126.5	-0.5	126.8	-0.4	126.3	-0.3
Feb-13	122.7	1.2	127.7	0.9	128.0	0.9	127.5	1.0
Mar-13	122.9	1.0	128.1	1.2	128.3	1.0	127.9	1.3
Apr-13	122.7	0.4	128.7	1.3	129.0	1.3	128.5	1.4
May-13	123.0	0.7	129.5	2.3	129.7	2.1	129.3	2.5
Jun-13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul-13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug-13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep-13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct-13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov-13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec-13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6

Average Weekly Earnings													
	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13
AWE $	$1,091.24	$1,095.14	$1,083.82	$1,099.51	$1,098.08	$1,099.83	$1,119.34	$1,104.47	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,131.40
AWE %	3.93	4.32	3.00	4.53	3.37	3.53	5.38	3.42	2.08	0.77	2.81	3.33	3.68

*Year to date – Graph data available upon request.

[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Employer Name Listing

ASBA –Alberta School Boards Association
AHS – Alberta Health Services

GPMC – General Presidents' Maintenance Committee for Canada
CLR – Construction Labour Relations

Union Name Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see **Unifor**

CEP[Communications, Energy and Paperworkers Union] see **Unifor**

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass, Molders, Pottery, Plastics - Glass, Molders, Pottery, Plastics and Allied Workers International Union

Glass Workers – Aluminum, Brick and Glass Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing

Resource List

Other Alberta labour market resources:

- Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
- Alberta Chamber of Commerce
- Alberta Economic Reviews (contains key economic indicators, updated monthly)
- Alberta Employment and Immigration Labour Market reports
- Alberta Labour Force Statistics
- Alberta Regional Labour Market News
- Alberta Learning Information Service (ALIS)
- City of Edmonton Economic Statistics
- City of Calgary Economic Reports
- Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:

- Newfoundland/Labrador
- Ontario
- Manitoba (various research resources)
- Saskatchewan Mediation
- British Columbia CBA listing
- British Columbia Bargaining Database

Federal Organizations:

- Human Resource and Social Development Canada (HRSDC)
- Canadian Labour Congress (CLC)
- Negotech (Federal CBA search page)
- Federal Public Service CBA listings
- University of Toronto resources (various labour relations resources)

International:

- United States Department of Labor Contracts Database

Please note: These links are available online at http://humanservices.alberta.ca/working-in-alberta/6484.html